

C. AMENDMENTS TO THE CLAIMS

1. (Previously Presented) A computer-implemented method for analyzing attrition risk for employees, said method comprising:
receiving risk planning factor data from a user, the risk planning factor data corresponding to one or more selected employees;
storing the risk planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the selected employees;
retrieving actual employment data for each of the selected employees in the employee profile data areas; and
analyzing attrition risk for each of the selected employees using the risk planning factor data and the actual employment data, wherein the attrition risk is individually analyzed for each of the selected employees.
2. (Previously Presented) The computer-implemented method as described in claim 1 further comprising:
retrieving motivators and inhibitors included with the risk planning factor data corresponding to the selected employees;
calculating a flight risk for each of the selected employees based on the motivators and inhibitors, wherein the flight risk is individually calculated for each of the selected employees;
retrieving contribution data included with the actual employment data corresponding to the selected employees; and

assigning a risk quadrant from a plurality of risk quadrants to each of the selected employees based on the flight risk and contribution corresponding to each selected employee.

3. (Previously Presented) The computer-implemented method as described in claim 2 further comprising:
displaying a summary corresponding to each risk quadrant.
4. (Previously Presented) The computer-implemented method as described in claim 3 further comprising:
displaying a plurality of groupings;
receiving a risk quadrant selection and a grouping selection from the user;
summarizing employee profile data assigned to the selected risk quadrant using the selected grouping creating a second summary; and
displaying the second summary.
5. (Previously Presented) The computer-implemented method as described in claim 3 further comprising:
selecting one of the risk quadrants;
determining whether incentives are desired for one or more of the selected employees in the selected risk quadrant; and
modifying incentive data included in employee profile data areas corresponding to the one or more selected employees.
6. (Previously Presented) The computer-implemented method as described in claim 5 further comprising:

reassigning the risk quadrants for the one or more selected employees in response to the modified incentive data; and displaying a second summary corresponding to each risk quadrant.

7. (Previously Presented) The computer-implemented method as described in claim 1 further comprising:
 - identifying one or more of the selected employees with a high contribution level and a high attrition risk;
 - displaying the identified employees to the user;
 - determining whether to provide incentives to one or more of the identified employees; and
 - revising incentive planning data corresponding to one or more of the identified employees in response to the determination.
8. (Previously Presented) An information handling system comprising:
 - one or more processors;
 - a memory accessible by the processors;
 - one or more nonvolatile storage devices accessible by the processors; and
 - an attrition risk tool to analyze attrition risk of employees, the attrition risk tool including:
 - means for receiving risk planning factor data from a user, the risk planning factor data corresponding to one or more selected employees;
 - means for storing the risk planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the selected employees;

means for retrieving actual employment data for each of the selected employees in the employee profile data areas; and

means for analyzing attrition risk for each of the selected employees using the risk planning factor data and the actual employment data, wherein the attrition risk is individually analyzed for each of the selected employees.

9. (Previously Presented) The information handling system as described in claim 8 further comprising:

means for retrieving motivators and inhibitors included with the risk planning factor data corresponding to the selected employees;

means for calculating a flight risk for each of the selected employees based on the motivators and inhibitors, wherein the flight risk is individually calculated for each of the selected employees;

means for retrieving contribution data included with the actual employment data corresponding to the selected employees; and

means for assigning a risk quadrant from a plurality of risk quadrants to each of the selected employees based on the flight risk and contribution corresponding to each selected employee.

10. (Original) The information handling system as described in claim 9 further comprising:

means for displaying a summary corresponding to each risk quadrant.

11. (Original) The information handling system as described in claim 10 further comprising:
means for displaying a plurality of groupings;
means for receiving a risk quadrant selection and a grouping selection from the user;
means for summarizing employee profile data assigned to the selected risk quadrant using the selected grouping
creating a second summary; and
means for displaying the second summary.
12. (Previously Presented) The information handling system as described in claim 10 further comprising:
means for selecting one of the risk quadrants;
means for determining whether incentives are desired for one or more of the selected employees in the selected risk quadrant; and
means for modifying incentive data included in employee profile data areas corresponding to the one or more selected employees.
13. (Previously Presented) The information handling system as described in claim 8 further comprising:
means for identifying one or more of the selected employees with a high contribution level and a high attrition risk;
means for displaying the identified employees to the user;
means for determining whether to provide incentives to one or more of the identified employees; and
means for revising incentive planning data corresponding to one or more of the identified employees in response to the determination.

14. (Previously Presented) A computer program product stored in a computer operable media for analyzing employee attrition risk, said computer program product comprising:
- means for receiving risk planning factor data from a user, the risk planning factor data corresponding to one or more selected employees;
- means for storing the risk planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the selected employees;
- means for retrieving actual employment data for each of the selected employees in the employee profile data areas; and
- means for analyzing attrition risk for each of the selected employees using the risk planning factor data and the actual employment data, wherein the attrition risk is individually analyzed for each of the selected employees.
15. (Previously Presented) The computer program product as described in claim 14 further comprising:
- means for retrieving motivators and inhibitors included with the risk planning factor data corresponding to the selected employees;
- means for calculating a flight risk for each of the selected employees based on the motivators and inhibitors, wherein the flight risk is individually calculated for each of the selected employees;
- means for retrieving contribution data included with the actual employment data corresponding to the selected employees; and

means for assigning a risk quadrant from a plurality of risk quadrants to each of the selected employees based on the flight risk and contribution corresponding to each selected employee.

16. (Original) The computer program product as described in claim 15 further comprising:
means for displaying a summary corresponding to each risk quadrant.
17. (Original) The computer program product as described in claim 16 further comprising:
means for displaying a plurality of groupings;
means for receiving a risk quadrant selection and a grouping selection from the user;
means for summarizing employee profile data assigned to the selected risk quadrant using the selected grouping creating a second summary; and
means for displaying the second summary.
18. (Previously Presented) The computer program product as described in claim 16 further comprising:
means for selecting one of the risk quadrants;
means for determining whether incentives are desired for one or more of the selected employees in the selected risk quadrant; and
means for modifying incentive data included in employee profile data areas corresponding to the one or more selected employees.
19. (Previously Presented) The computer program product as described in claim 18 further comprising:

means for reassigning the risk quadrants for the one or more selected employees in response to the modified incentive data; and
means for displaying a second summary corresponding to each risk quadrant.

20. (Previously Presented) The computer program product as described in claim 14 further comprising:
means for identifying one or more of the selected employees with a high contribution level and a high attrition risk;
means for displaying the identified employees to the user;
means for determining whether to provide incentives to one or more of the identified employees; and
means for revising incentive planning data corresponding to one or more of the identified employees in response to the determination.